



The  Omnia Profile

Assessment for

Ben Smith

Omnia - Profile Samples


Interpreted by: BR

QC by: CLA

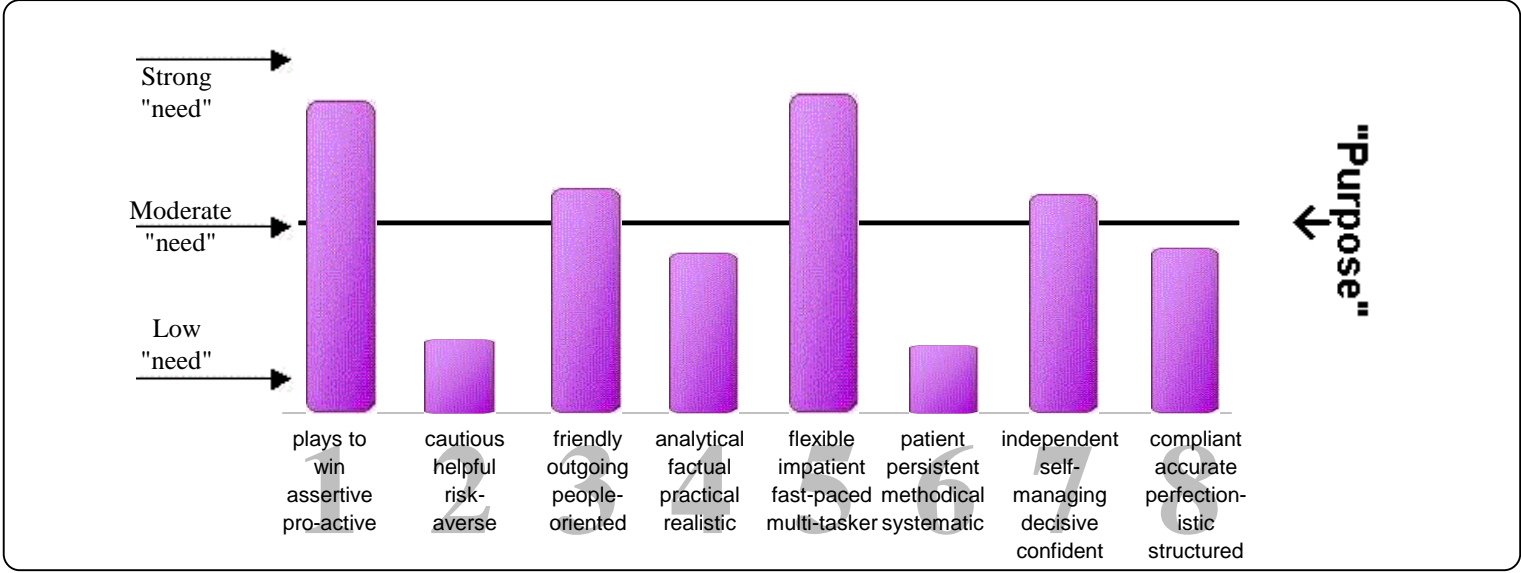
Client #: 11-00-SAMPLES

Position: Entrepreneur

The Omnia® Profile Compatibility Rating

Subject's Name Ben Smith	Profile Number 65246SAM	Date Submitted 05/02/03	Client Number 11-00-SAMPLES
Title (C) Entrepreneur	Analyst BR	QC by CLA	

OECR® <small>Omnia® Environmental Compatibility Rating</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 50px; margin: auto;">n/a</div>	OVCR® <small>Omnia® Vocational Compatibility Rating</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 50px; margin: auto;">n/a</div>	Responsivity <small>Vitality, stamina, alertness, endurance</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 50px; margin: auto;">high</div>	Intensity <small>Clarity of personality definition, balance</small> <div style="border: 1px solid black; border-radius: 10px; padding: 5px; width: 50px; margin: auto;">1.49</div>
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Analyst Comments

Ben's Profile results depict him as a goal-driven and assertive opportunist -- someone who is comfortable taking risks, interfacing with challenges, grasping initiative and negotiating. Ben is not at all shy about asking for what he wants or having to press others for results. For these reasons, he is an excellent fit for sales and/or proactive management roles.

Ben enjoys working with and through others on an interpersonal level, but winning and competing come first to him. He seems the sort of person who can move forward with his objectives, even in the face of resistance. He operates with a brisk sense of urgency and likes having ample variety in his daily agenda. Staying busy, working under tight deadlines and juggling priorities in varied stages of completion can be motivating to Ben. He seems dedicated to streamlining efficiency on the job, but exhibits little tolerance for routine or repetitious processes that take him away from the action. Ben shows healthy respect for rules, but in no way is he reliant upon established systems for structure; he seems comfortable improvising and formulating his own decisions, even in arbitrary situations. He is self-managing and not one to unduly worry about the possibility of failure. Though Ben seems slightly more interpersonally directed than analytical, he still sustains a decent measure of pragmatism for problem-solving and strategising. He should have a warmly professional communication style, but not come across as someone who is prone to excess verbiage. Ben values performance-based incentives and ongoing growth opportunities. He is not apt to remain content in a stagnant position that does not offer room for promotion. A commissioned pay structure seems appropriate for someone with Ben's level of drive and determination.

Performance Issues

Purpose

Ben shows good quality and purposefulness to his behavior. This means that he should not surprise you by behaving out of character. It also suggests that he has a considered reason for what he says or does and should typically give mature forethought to the consequences of his words and actions.

Intensity

Ben shows a fine intensity score that is within the recommended range. This means that he depicted himself in definitive terms, giving us a clear, distinct picture of who he is, along with his probable hot and cold buttons. Thus, we can make valid assessments about which behaviors you are likely to see. It also allows us to provide management tips and discern what motivators you can use most effectively with Ben.

Responsivity

Individuals with "high" responsivity most likely over-responded to the questionnaire. This may be a temporary reaction to stress associated with the job-hunting process (if a candidate), eagerness to achieve a promotion (if an existing employee), or anxiety fueled by the perceived implications of the Profile. However, a high responsivity score could also indicate an attempt to evade the Profile by selecting enough words so that the "right" ones were chosen.

Know Your People

Personality Group

Ben is a member of the Entrepreneur personality group. His pattern depicts an assertive, outgoing and fast-paced individual who is decisive and self-managing.

Ben appears to be a competitive person, one who might want to be in charge and enjoys winning, not necessarily following the lead of others. He likes social interaction and prefers working with and through others to handling solitary tasks, such as drafting correspondence or working a spreadsheet.

A big-picture oriented person, he prefers to leave the details to someone else.

Independent, he prefers to manage himself and do things his own way.

He is proactive, eager to take the initiative, and needful of an element of risk and challenge in his work. His well-developed interpersonal skills mean he is a good rapport-builder who can get others interested and motivated.

Ben's tall column 5 tells us he may be impatient and eager to see results. For this reason, he prefers working on projects and assignments that have a fast turnaround time; tasks that are tedious may not hold his interest for long.

If his column 1 is very tall, and as long as it is not overshadowed by his column 3's need to be liked, Ben shows good potential for leadership and sales. In sales, his effectiveness will be maximized if he is selling products and services that are inexpensive and tangible, and that require a good relationship with the client.

Behavioral Summary

- Col.1 :** Goal-oriented, proactive, and competitive individual. Should be comfortable showing initiative in difficult situations; inclined to seek out new opportunities and meet ambitious but attainable challenges. Able to deal with a relatively high degree of confrontation, adversity, or risk when pursuing goals on his own. Generally will be motivated by individual performance-based pay such as commission. Needs advancement potential and new challenges. More authoritative and demanding than supportive.
- Col.3 :** People-oriented, upbeat, and communicative. Would probably find it difficult to stay motivated in a job that offered very limited people contact, but can handle a moderate amount of solitary tasks. Likely to establish relationships with new acquaintances well; may be a good motivator, networker, and promoter. Tends to rely somewhat more on emotion and enthusiasm than on technical or detailed information when attempting to persuade. Generally more instinctive than analytical or technically-minded. Strives to project a favorable image and appreciates public recognition.
- Col.5 :** Highly fast paced and impatient. Should be very comfortable with tight deadlines, though may tend to put significant pressure on themselves to get things done extremely quickly. Potential for stress could be high. Might have to make a significant effort to ensure that his timetables are realistic, and that projects are completed thoroughly, without leaving anything out. Very adaptable to new situations, priorities, and work methods. A natural multi-tasker who needs frequent change and is easily frustrated by routine, repetitive functions.
- Col.7 :** Independent decision-maker who should be willing to abide by important rules; prefers general guidelines to formal, explicit procedures. A self-manager without an unreasonable need for autonomy. Likes being told what needs to be done rather than being told exactly how things need to get done. Should be comfortable making decisions without instructions as long as he has a basic understanding of the employer's needs. Deals relatively well with criticism. Not naturally attentive to details; may have to make an extra effort to maintain high accuracy/quality levels in tasks such as paper/processing work. Could have difficulty staying organized and motivated in positions where attention to details and strict compliance are mandatory.

Managing Ben Smith For Maximum Potential

Hot Buttons

Ben seems to need financial incentives based on his performance, potential to move up within your company, and praise and positive recognition of his accomplishments.

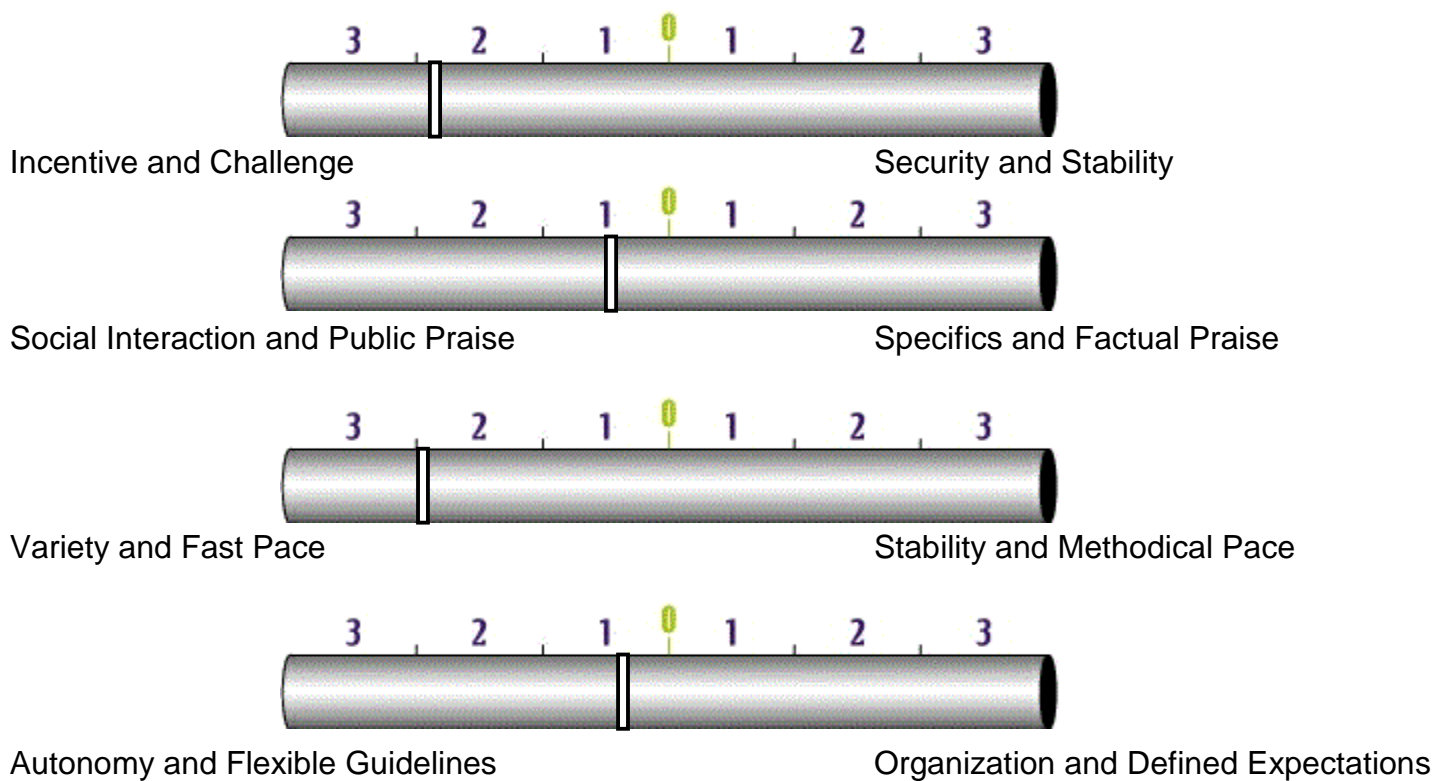
Progressive change and variety, and an informal manager who provides plenty of autonomy.

Cold Buttons

A controlling boss; tight rules and regulations; routine, repetitive tasks; and having to detail extensively with details.

A modest, fixed salary; having no potential to advance or stand out from the rest of the team.

For Best Performance Ben Smith Needs:



The Interview: Questions To Ask Ben Smith

The following behaviorally-based questions are a possible supplemental interview tool we are providing to help you better interview this candidate. They are not a substitute for a standard set of interview questions you ask all candidates but can provide additional, helpful information. These six questions have been chosen randomly from Omnia's database of behaviorally based interview questions to target required vocational traits and/or any personality issues identified by the writing analyst.

1. In your opinion, what does it take to be a "success?"

2. When you first work with people what do you do to help yourself understand them better?

3. What situations motivate and/or challenge you?

4. How do you handle stress when you're having a difficult day?

5. Tell me about one of your projects that failed. What happened and what did you do?

6. If you could eliminate one responsibility from your last job, what would it be?

The Omnia® Selection Companion

Name of candidate: Ben Smith Date: _____

Interviewed by: _____

The Omnia Selection Companion is designed to help you weigh the steps of the selection process and evaluate candidates uniformly and objectively. Interviewers should examine the candidate in three categories: Past accomplishments, present interests, and future goals and timetables. Circle the appropriate scores, then add the points. At the conclusion of the interview, compare your candidate to the scoring ranges on the following page to gauge his or her probability of success.

1. Punctuality

Did the candidate arrive at the interview on time?

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

2. Appearance

Neatness and appropriateness of clothing, hair, make-up, scent.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

3. Degree of Confidence

Good eye contact, direct answers, good questions.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

4. Stamina

General vitality, ability to concentrate, alertness.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

5. Interview Results

Consistency of PAST interests, activities and experience with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

Interview Results

Consistency of PRESENT interests, activities and experience with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

Interview Results

Consistency of FUTURE goals and timetables with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

1 2 3 4 5

The Omnia® Selection Companion

Designed for those responsible for the selection of personnel. Helps cover and weigh the steps of the selection process.

Name of candidate: **Ben Smith**

6. Resumé and Job Application

Consistency of information with job behavior demands.

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

7. Overall Impression

Compatibility with firm, manager, peers

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

8. Judgement and Maturity

Grasp of reality, thoughtful/accurate answers

Poor Unimpressive Ordinary Good Excellent

2 4 6 8 10

9. Skills, Knowledge

Poor Unimpressive Ordinary Good Excellent

0 10 20 30 40

10. The Omnia Profile

Omnia Profile Score

<6 6-6.9 7-7.9 8-8.5 >8.5

0 10 20 30 40

11. References

(1 OR 2) Should confirm past performance has been consistent with job demands (ask about judgement, reliability, commitment)

Poor Unimpressive Ordinary Good Excellent

0 10 20 30 40

Total Score:

A score above 160 is excellent: there is high probability of the Candidate's success. A score of 125 - 160 is fair: there is a reasonable probability of the Candidate's success. A score under 125 is risky: there is a low probability of the Candidate's success.

As an "Entrepreneur" personality type, Ben must have challenge, a piece of the action (in the form of commission or bonus tied to performance) and an ambitious timetable for achievement. Therefore, careers that are not fast-track or that do not involve at-risk pay are not good choices for him because he is a doer, a "mover and shaker." Also not appropriate would be a career path where he is held back by others' actions, by the flow of work, or by having to push paper through the system before anything concrete can be accomplished.

Appropriate career choices include positions demanding speed and efficiency combined with decision-making authority, challenge, and the opportunity to create his own course of action. He is not well suited to bureaucratic organizations where the rules, rather than the individual, are in charge. Remember, this is the proactive "Entrepreneur" and not the reactive "Administrator," so don't be surprised if he challenges authority as a matter of course; it's just in his nature.